

FARIS CHEBIB

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EXECUTIVE SUMMARY

Bridging software development and leadership, I bring a rich blend of Python/Django/API development skills and cross-sector insights from healthcare, real estate, to education technology. From delivering medical products, managing high-volume real-time data, to overseeing broad tech initiatives in startups, I understand the broader implications of technology on different sectors. I am excited about the opportunity to leverage my skills and varied experience in a role that calls for both technical acumen and strategic leadership, within an organization that is dedicated to harnessing technology for the betterment of society.

PROFESSIONAL EXPERIENCE

Invitae, Senior Software Engineer & Engineering Manager *Dec 2019 – June 2023*

At Invitae, I wore dual hats of a team leader and a software engineer, delivering key developer ergonomics and aligning team goals with business objectives. Here are my key achievements:

- ♦ Guided and participated in engineering initiatives that improved business efficiency, leading to an 18% reduction in server spending and millions of dollars in quarterly savings.
- ♦ Fostered talent development by facilitating a QA support associate's transition to a junior software engineer role, while also mentoring other team members and contributing to an environment of continuous learning.
- ♦ Despite a challenging hiring environment, I successfully built and retained a team of engineers while ensuring my own and the team's productivity remained high. Our team scored in the top 20 percentile of the company's performance review over 3 consecutive cycles.
- ♦ Led and contributed to the delivery of a critical Order-to-Report dashboard, improving business process transparency, streamlining operations, and providing actionable data for business decision making.

Teem by WeWork, Senior Software Engineer *January 2017 – Dec 2019*

During my tenure as a senior software engineer at Teem by WeWork, I specialized in implementing new APIs and refining existing endpoints to improve overall system performance and efficiency. Here are some of my notable achievements:

- ♦ Successfully refactored a legacy data-engineering application to accommodate WeWork's increased demand and scale following the acquisition. My initiative led to a robust data pipeline that enabled secure, end-to-end encrypted import of years' worth of enterprise calendar data, this allowed our on-prem customers (about 35% of volume) to deploy our extended application and led to a deep connection between our engineering group and a subset customers and their sales representatives.
- ♦ I took charge of a Django monolith API backend – our primary production application – scaling it to handle over nine thousand requests per second for scheduling and room availability. My focused efforts on streamlining development processes resulted in efficient release cycles and schema migrations, thereby reducing downtime and maintaining an SLA goal of 99.999%.
- ♦ As a leader of a mixed remote and on-site team of DevOps and developers, I managed the critical upgrade of our high-availability Django application to Django 1.11. I ensured a consistent internal goal SLA¹ throughout the process. Additionally, I effectively integrated a Python 3 upgrade into this effort, which saved the organization an estimated 2-3 sprints (2 weeks) of overhead work.

Zane Prep, Inc. (Zaniac), CTO *April 2013 – January 2017*

In my role as the CTO of Zane Prep, Inc., I co-founded an educational franchise, where I led key design decisions, implemented continual software improvements, and constructed robust academic programs. Here are some of my significant accomplishments:

- ♦ Conceptualized and directed the design and implementation of zaniaclearning.com, a comprehensive platform that simplified operations for franchise owners across the nation. The platform features included an intuitive scheduling system, a secure ecommerce application, and a sophisticated learning management system (LMS). By networking shared systems between franchises while combining an LMS for students and teachers alike, this resulted in an exponential increase in operational efficiency and significantly improved the learning experience for students.
- ♦ The custom-built LMS at zaniaclearning.com has played a crucial role in customizing the curriculum according to individual student needs, enhancing learning outcomes by 20-67%². The platform also enabled instructors to effectively track students' progress, leading to heavy engagement by students and parents leading to a utilization of about 1 in 10 retail/physical users on the online platform on a daily basis.

¹ 99.999% or “3” 9s. Probably room for improvement in some organizations, but this was quite the achievement for our scrappy startup at the time.

² Outcomes measured over 24 months, variable by campus. There was 14 months missing from the newest North Carolina campus extrapolated.

◊ The sign-in/sign-out mechanism that I incorporated not only streamlined attendance for students and employees, but also enhanced security and accountability across the organization. This was a web app deployed on an iPad *prior* to my formal experience noted later at Teem.

◊ Under my technical leadership and guidance, we formed a dedicated team of skilled technical and academic staff who have been instrumental in achieving our academic goals and driving the organization's growth. Many of these individuals have now gone on to very successful careers in the medical, educational, and legal fields.

◊ My proactive reporting and effective suggestions to the Board of Directors resulted in clear long-term goal setting and roadmap creation for the organization. I was able to serialize our django models into cohesive flat file summaries and make visualizations to help summarize data stories.

SKILLS SUMMARY

SKILLS	EXPERIENCE	SKILLS	EXPERIENCE
Python/Django development	13+ years experience in industry as outlined above. Specifically in API design & development. Open source contributions include: Contributions to Django Channels, Django Core documentation, Secure Drop's translation scripting.	ETL Pipelines	Designing and implementing ETL pipelines, building and maintaining databases.
HTML5/CSS3/SASS, Javascript, Typescript (React, Angular, Webpack), Node.js	Proficient, wide-range of project applications. Able to integrate components and tests into REST + GraphQL calls designed on the backend. ³	Observability & Metrics	Delivering E2E dashboards of critical business processes, addressing and streamlining bottlenecks.
PostgreSQL, MySQL	Used in various projects. I have wrapped ORMs in clusters with these and have done message passing with both.	Docker, K8s, Terraform	Containerization and deployment since its public inception at PyCon 2013. Leveraged Terraform at Teem and Invitae. Used K8s at Invitae and enabled our team to better-leverage “DRY” aspects of K8s for optimized release cadence.
RedisDB/NoSQL, Git (SCM), Linux/Unix server administration, nginx	Focus on ingress/egress for enterprise and scale. I also am very comfortable with linux as a primary desktop.	Leadership & Management	Recruiting and retaining skilled engineers, navigating difficult hiring environments, building and leading successful teams.
Dev Processes & Ergonomics	Streamlining development processes for efficiency. As a dev and a lead, I've had the opportunity to deploy numerous automations which elevated the performance of our team and have been replicated in various orgs with success.	Coordination & Communication	Collaboration with cross-functional teams, proven track record in mentoring and managing junior engineers. I have also found success in teaching others how to teach themselves, especially in varied technical domains such as medical genetics.

FORMAL EDUCATION

◊ **BA in Cognitive Science**, Simon Fraser University, Vancouver, BC, Canada (*June 2011*)

◊ Specialized in Creative Cognition and Executive Processing, setting a strong foundation for my problem-solving and creative thinking abilities in the tech industry.

³ “Full-Stack” dev projects.

IMPACT BEYOND THE OFFICE

VOLUNTEER ACTIVITIES

- Weekly Volunteer, Primary Children's Hospital (*November 2016 - Present*)
 - Provided constructive activities to patients and their families, promoting a positive environment during difficult times.
- **Volunteer Mentor**, Big Brothers Big Sisters of Utah (*September 2019 - March 2020*)
 - Imparted academic, life, and professional skills to my "little," contributing to his success in post-secondary education.

COMMUNITY LEADERSHIP

- **Founder & Chief Organizer**, Salt Lake City Python User's Group (Since *February 2014*)
 - Grew the group to over 3,800 members, making it one of the top three largest technical meetups in Salt Lake Valley.
- **Founder & Organizer**, Utah Python
 - Created an umbrella non-profit organization that facilitates resource distribution and funding to Python groups around Utah, boosting the local Python community's growth.

ACADEMIC HONORS AND PROFESSIONAL ACHIEVEMENTS

- **Speaker**, PyCon (*2019*)
 - Presented my expertise and insights to the broader Python community, further establishing myself as a thought leader in the field.
- **Team Leader**, Hackdance Sundance Hackathon Competition, Park City, UT (*February 2014*)
 - Steered the team to victory by creating an innovative anti-bullying Chrome plugin that integrated with Twitter.

ADDITIONAL SKILLS AND QUALIFICATIONS

- Private Pilot License (*2016*)
 - Pursued and achieved this qualification, showcasing my discipline and dedication to continuous learning.
- Canadian Aeronautical Radio License (*2012*)
 - Gained this specialized certification, highlighting my versatility and commitment to skill diversification.
- First Aid Qualifications (Including CPR and Wilderness First Aid, *2005*)
 - Obtained key emergency response skills, emphasizing my dedication to safety and preparedness.

ONLINE WORK ARTIFACTS

-  [Zaniac Learning](#)
 - Developed the primary web application for Zane Prep, Inc. A comprehensive solution, integrating retail management, marketing, e-commerce, and scheduling functionalities.
-  [Github Repo](#)
 - My personal Github repository featuring technical talks and boilerplate projects that serve as resources for other developers.
-  [Personal Online Portfolio & Blog](#)
 - My main online presence where I showcase my professional journey, thoughts, and insights (see QR code).
-  [FRPBC](#)
 - Enterprise-level SaaS solution I developed for a non-profit as an independent contractor.

